


**TO:** BHRC

**FROM:** Barbara 

**RE:** 2012 Annual Report

**DATE:** January 7, 2013

Commissioners, attached is our draft annual report for 2012. Please read it over if you have a chance, and please let us know if you see any typos or anything else you believe needs to be changed.

Thank you, and happy new year.

# CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION 2012 ANNUAL REPORT



The Bloomington Human Rights Ordinance promotes equal opportunity in employment, education, housing and access to public accommodations, regardless of race, sex, religion, color, sexual orientation, gender identity, national origin, ancestry or disability. The ordinance also prohibits discrimination in housing on the basis of familial status.

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[www.bloomington.in.gov/legal/hr.php](http://www.bloomington.in.gov/legal/hr.php)

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## **POLICY OF THE CITY OF BLOOMINGTON**

It is the public policy of the City of Bloomington to provide all citizens equal opportunity for education, employment, access to public accommodations and acquisition through purchase or rental of real property including but not limited to housing, and to eliminate segregation or separation based on race, religion, color, sexual orientation, sex, disability, national origin, gender identity or ancestry, since such segregation is an impediment to equal opportunity. It is also the public policy of the City of Bloomington to prohibit discrimination in housing on the basis of familial status. Equal education and employment opportunities, equal access to and use of public accommodations and equal opportunity for acquisition of real property are hereby declared to be civil rights.

The practice of denying these rights to persons because of race, religion, color, sex, disability, sexual orientation, gender identity, national origin, familial status or ancestry is contrary to the principles of freedom and equality of the City, and shall be considered as discriminatory practices. The promotion of equal opportunity without regard to race, religion, color, sexual orientation, sex, disability, gender identity, national origin, familial status or ancestry is the purpose of this Section.

It is also the public policy of the City to protect employers, labor organizations, employment agencies, property owners, real estate brokers, builders and lending institutions from unfounded charges of discrimination.

### **CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION**

Bloomington Municipal Code §2.21.020, as amended

The Bloomington Human Rights Commission usually meets at 5:30 p.m. on the fourth Monday of each month, in the McCloskey Conference Room of the Showers Building, 401 N. Morton. Unless otherwise specified, meetings are open to the public. The 2013 meeting dates are listed on page 27 of this report.

**BLOOMINGTON HUMAN RIGHTS COMMISSION  
2012 OFFICERS**

**CHAIR**  
Byron Bangert

**VICE CHAIR**  
Dr. Carolyn Calloway-Thomas

**SECRETARY**  
Amy Jackson

**COMMISSIONERS**

<b>NAME</b>	<b>TERM EXPIRES</b>	<b>APPOINTED BY</b>
Byron Bangert	1/14	Council
Dr. Carolyn Calloway-Thomas	1/15	Mayor
Valeri Haughton	1/14	Council
Michael Molenda	1/15	Mayor
Amy Jackson	1/13	Mayor
Teri Guhl	1/14	Council
Alexa Lopez	1/14	Mayor

**2012 STAFF**

**DIRECTOR/ATTORNEY:** Barbara E. McKinney

**SECRETARY:** Barbara Toddy

**Bloomington Human Rights Commission**  
Annual Report of the Chair, 2012

The Bloomington Human Rights Commission, established by ordinance enacted by the Bloomington City Council, exercises jurisdiction within the City of Bloomington only. The BHRC promotes equal opportunity in employment, housing, education, and access to public accommodations, regardless of race, sex, religion, color, sexual orientation, gender identity, national origin, ancestry, or disability.

The Commission's Director and members investigate complaints of discrimination filed by residents of Bloomington, issue findings, and pursue negotiated or imposed settlements in those instances where violations are found.

The BHRC also works to promote greater community awareness of human rights issues by engaging in public education and various civic activities, advocacy efforts, and diversity and multi-cultural events.

The BHRC also collaborates with other City commissions that share overlapping missions, including the Commission on the Status of Women, the Dr. Martin Luther King, Jr., Birthday Commission, the Commission on the Status of Black Males, and the Council for Community Accessibility.

Early in 2012 the BHRC reappointed Michael Coleman to the Commission on the Status of Black Males. When a vacancy later occurred, the BHRC scheduled interviews with three of several candidates expressing interest, and ultimately selected Ross Stuckey as the new commissioner.

The BHRC has long had an interest in the conditions prevailing inside the Monroe County Jail. Near the end of 2011 we invited Sheriff James Kennedy to one of our meetings. Subsequently we arranged a tour of the jail with him in February, both to acquaint our newer members with the jail and to gain a more in-depth understanding of what currently transpires inside the walls.

We also responded to an appeal from Decarcerate Monroe County to add our voices to those of others concerned about alleged incidents reflecting systemic discrimination at the Wabash Valley Correctional Facility in Carlisle, Indiana, where the single largest number of prisoners turned over to the Department of Corrections from Monroe County are incarcerated. We sent a letter to the DOC, to which a partial response was made, so we sent a follow-up letter reaffirming our interest and concern. Decarcerate Monroe County later reported some positive results from our efforts.

In March we formally presented our 2011 Human Rights Awards to Rector Charles Dupree and Asst. Rector Virginia Hall of the Trinity Episcopal Church for their notable efforts on behalf of social justice and human rights. In November we selected Guy Loftman to receive the award for 2012. In April we again fielded a team called the "Rights Stuff" in the annual VITAL Quiz Bowl fund-raiser for Volunteers in Tutoring Adult Learners. In April we recognized the student winners of our annual Essay and Art Contest with an awards ceremony presided over by Mayor Mark Kruzan at City Hall. Our adopted theme for the 2013 contest: "What rights should every human being have?"

In July we were joined by members of the Monroe County Human Rights Commission as we participated with a newly festooned float in the annual 4<sup>th</sup> of July parade. Later that month we helped staff the MCHRC booth at the Monroe County Fair as another way of getting word out about our role and activities.

Near the end of the year Commissioner Guhl introduced us to issues related to human trafficking, a matter with which she has become familiar in her work in the legal system. There is evidence of this human rights problem in our City, so we hope to better educate ourselves to see what response we might make.

Each quarter the Director prepares, and the Commission reviews and receives, the quarterly report of contacts made to the BHRC office and the disposition of actual cases, as well as other activities of the Director and BHRC. It is particularly notable that for the July 2011 - June 2012 period, fewer hate incidents were reported than in more than a decade.

Respectfully submitted,

Byron C. Bangert, Chair

## CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION

### DIRECTOR'S REPORT 2012

In 2012, the City of Bloomington Human Rights Commission continued to meet its two central, and related, objectives: to investigate complaints in a fair and timely manner and to undertake a variety of educational activities. Investigating complaints is always our top priority, but we believe that the more educational programs we organize, the fewer complaints we likely will have to investigate.

**DISCRIMINATION COMPLAINTS:** In 2012, we had five new complaints filed with us. As has long been our practice, the volunteer members of the commission continued their sometimes difficult task of investigating these complaints and deciding if there was probable cause to believe that illegal discrimination had occurred. The job of the investigating commissioner is to weigh complicated and conflicting testimony, evaluate sometimes voluminous documentary evidence and apply the relevant law. The commissioners approach this responsibility with the serious dedication it requires, and the community is the better because of their work. On average, we closed cases within three months.

Four of our new cases alleged discrimination in employment: two alleged sex discrimination, one alleged sexual orientation discrimination and one alleged disability discrimination. The fifth case alleged race discrimination in public accommodations.

We resolved three cases in 2012, including one pending from 2011. We (the investigating commissioner and I) found no probable cause to believe discrimination occurred in two cases, which were not appealed. One case was settled. Three cases are still pending.

As in past years, we continue to receive many complaints about alleged discrimination that occurred outside of our jurisdiction. In these cases, we often refer the complainant directly to the agency that has jurisdiction. Time permitting, we meet with the complainant, prepare a complaint and file it with the appropriate agency. In 2012, we referred approximately twenty complainants directly to the Equal Employment Opportunity Commission (the federal civil rights agency) and filed four complaints with that agency. We referred approximately eight people directly to the Indiana Civil Rights Commission (the state civil rights agency) and filed one complaint with that agency.

**AFFIRMATIVE ACTION AND WAGE ISSUES:** Pursuant to the Bloomington Human Rights Ordinance, all City bidders with bids of more than \$10,000 are required to submit affirmative action plans to the BHRC staff for approval prior to the bid opening. In 2012, I reviewed and approved sixty-one affirmative action plans. In 2009, the Common Council approved the Responsible Bidders

Ordinance, which requires covered bidders to include sexual orientation and gender identity as protected categories in their affirmative action plans.

The BHRC staff also is responsible for making sure that City contractors pay their employees common wages for work done on covered City projects. Almost all federally-funded projects are covered by common wage laws pursuant to federal law; all City-funded projects costing more than \$250,000 are covered as well, pursuant to state law. In 2012, I attended twelve preconstruction or pre-bid conferences, explaining to contractors their responsibilities under applicable laws. Barbara Toddy monitored compliance with these laws by answering questions from contractors and employees, reviewing wage documentation forms and writing letters to employees.

This year was the seventh year the Bloomington Living Wage Ordinance (LWO) was in effect, and the BHRC staff was assigned the job of monitoring compliance with this ordinance. Thus far, monitoring compliance has largely been a matter of answering questions about the applicability of the ordinance, obtaining required documentation from contractors and updating the web site. To date, no one has filed a formal complaint alleging violations of the LWO.

**ACCESSIBILITY ISSUES:** I serve as the City's Americans with Disabilities Act compliance officer, making sure that the City, as an employer and a governmental entity, is meeting or exceeding its requirements under the ADA. In addition, I try to be a resource for citizens wanting to know what the law requires and for businesses with questions about their responsibilities. Under our accessibility-complaint system, people who believe a local entity is not complying with the ADA explain their concerns to me. If I agree that there is a question about the entity's compliance with the ADA, I send the entity a letter, explaining the law and its requirements. I also explain that I do not enforce the ADA; the Justice Department or another federal agency (depending upon the nature of the complaint) does. If the problem is not resolved, I refer the matter to the appropriate federal agency. This program has been fairly successful. Many respondents make the necessary changes. A continuing problem, however, is that the federal agencies are backlogged, and if complaints must be filed with them, enforcement is slow. Therefore, we work hard to make businesses aware of ADA requirements before they build or remodel to avoid having to file complaints after the fact. It's less expensive to incorporate accessibility into plans than to retrofit later, and doing so makes more businesses more accessible to our citizens with disabilities. I've also been working on the special needs dispatch program, which is helping first responders know when callers have disabilities and may need specific services. This system went into effect in the fall of 2010 and more than 150 people have signed up. Keeping the information current has proven to be a time-consuming task, but one worth the effort required.

In 2011, the City began the arduous process of updating its ADA transition plan. I've been working with people from several City departments to accomplish this goal, which we hope to have completed by early 2013.

In my role as an assistant City attorney, I work with the Human Resources Department to make sure that the City is complying with applicable fair employment laws. I review our policies and procedures, provide legal assistance with internal grievances and when necessary, represent the City when formal discrimination complaints or unemployment claims have been filed.

**EDUCATIONAL PROGRAMS:** Our monthly newsletter, "Rights Stuff," completed its thirteenth full year of publication in 2012. In the past, we mailed this newsletter to approximately 150 businesses, attorneys, social service agencies and individuals in Bloomington and throughout the state. In 2011, we went green and now distribute these largely via e-mail. We also leave copies at coffee houses, book stores and at the county library. Its purpose is to inform readers of recent trends in civil rights law and to let the community know what we do. We continue to receive a good response from our readers, including other human rights commissions in Indiana. We also regularly update and distribute our brochures on a variety of topics.

As in past years, the BHRC continued to work with like-minded groups to sponsor activities that we believe will enhance civility in our community. Some of these activities included co-sponsoring the Women's History Month Lunch in March, competing in the VITAL Quiz Bowl in April, co-sponsoring the Council for Community Accessibility Awards Ceremony in October, working with Bloomington United throughout the year, and contributing funds to the King Commission and the Commission on the Status of Black Males, among others.

2012 was the sixth full year that the gender identity amendment to the Bloomington Human Rights Ordinance has been in effect. The amendment prohibits discrimination on the basis of gender identity to the extent allowed by state law. We've put together a brochure and guidelines on the topic which have been well received by other commissions. In 2012, our guidelines were cited as particularly helpful in a national on-line human resources publication.

**BUDGET:** The BHRC's budget for 2012 was \$155,258. Of that, \$147,513., or about 95%, went to salaries and benefits. The remaining \$7,745 paid for office supplies, law books, instruction, advertising, printing, dues, subscriptions, consultants and workshops.

Respectfully submitted,

Barbara E. McKinney  
Director, BHRC/Assistant City Attorney

# CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION

## 2006 - 2012 Comparative Data

	2006	2007	2008	2009	2010	2011	2012
New complaints within BHRC jurisdiction	4	5	6	9	5	3	5
No probable cause findings issued	3	4	2	2	3	1	2
Settlement agreements reached	0	0	2	1	1	2	1
Complaints withdrawn before determination issued	1	0	0	1	2	0	0
Cases still pending	1	0	1	2	1	1	3
Complaints drafted and forwarded to EEOC	8	13	12	9	10	2	4
Complaints drafted and forwarded to ICRC	2	4	2	1	2	1	1
Complaints drafted and forwarded to HUD	0	0	0	0	0	0	0
Complaints transferred to appropriate federal agency after partial investigation	0	1	0	2	0	0	0
Complaints dismissed for failure to cooperate	1	1	1	2	0	0	0
Complaints drafted but never signed	1	2	1	0	0	0	2
Affirmative action plans reviewed	72	100	55	89	73	72	61
Preconstruction/prebid conferences attended	7	12	3	5	8	10	12
Employer seminars and community speeches	4	8	10	9	13	6	7

**BREAKDOWN OF BHRC COMPLAINTS  
2006 - 2012**

	2006	2007	2008	2009	2010	2011	2012
<b>EMPLOYMENT</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>4</b>
Race discrimination	2	0	0	3	2	0	0
Disability discrimination	1	0	0	1	2	1	1
Sex discrimination (includes sexual harassment)	0	0	3	0	0	0	2
Sex & disability and/or retaliation	0	1	0	0	0	0	0
Race & sex	0	0	0	0	0	0	0
Sexual orientation & disability	0	1	0	0	0	0	0
Race and national origin	0	0	0	0	0	1	0
Religion	0	0	1	1	0	0	0
Disability and/or race	0	0	0	0	0	0	0
Sex/religion/disability/retaliation	0	0	0	1	0	0	0
Sex/religion/retaliation	0	0	0	1	0	0	0
Sexual orientation	0	0	0	0	0	0	1
Disability and/or national origin	0	0	0	0	0	0	0
Sex/sexual orientation and/or religion	0	1	0	0	0	0	0
Sex and/or disability	0	0	0	1	0	0	0
National origin	0	0	0	0	0	1	0
<b>HOUSING</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Sex discrimination	0	0	0	0	0	0	0
Disability discrimination	0	0	0	0	0	0	0
Race discrimination	0	0	0	0	0	0	0
Familial Status discrimination	0	0	1	1	0	0	0
Sexual orientation	0	0	0	0	0	0	0
<b>PUBLIC ACCOMMODATIONS</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>
Race discrimination	0	0	1	0	0	0	1
Gender identity	0	0	0	1	0	0	0
.							
Sex	0	0	0	0	0	0	0
Sex/race and/or national origin	0	0	0	1	1	0	0
Sexual orientation	0	0	1	0	0	0	0
Disability	0	0	0	1	0	0	0

## CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION

### SUMMARY OF 2012 CASES

**BHRC DOCKET #0643:** A bi-racial woman (white and Native American) worked for a business that employed mostly Asians or Asian Americans. She said that unlike other employees, she was not allowed to use the restroom during her shift. When she told her supervisor that she was going to find out if she had a legal right to restroom breaks, she said her supervisor called her a "lazy American" and fired her. She filed a complaint of race discrimination in employment. Our investigation showed she was not prevented from using the restroom; a co-worker merely knocked on the restroom door once to tell her she had a customer. The co-worker who allegedly called her a "lazy American" was not a supervisor and could not fire her. (Complaint filed in October, 2011; no probable cause decision issued in February, 2012; not appealed; investigated by Commissioner Jackson.)

**BHRC DOCKET #0644:** A lesbian who was fired a few months after coming out at work filed a complaint of discrimination in employment on the basis of sexual orientation. Our investigation showed that the complainant had been warned about inappropriate comments and behavior at work both before and after she came out, and that the employer had terminated similarly-situated heterosexual employees. (Complaint filed in February, 2012; no probable cause decision issued in May, 2012; not appealed; investigated by Commissioner Lopez.)

**BHRC Docket #0645:** Two African American men said they and their companions were subjected to racial comments by the owner of a public accommodation. The BHRC approved a settlement under which the owner agreed to meet with the complainants, apologize and co-sponsor a diversity program. (Complaint filed in April 2012; BHRC approved settlement in August, 2012; investigated by Commissioner Jackson.)

**BHRC Docket #0646:** Man said his female supervisors repeatedly hired unqualified women, giving them better pay, assignments and benefits. Employer denied the charge. (Complaint filed in July, 2012; investigation pending; being investigated by Commissioner Bangert.)

**BHRC Docket #0647:** Woman with a disability said her employer paid her less and denied her an opportunity for a promotion because of her disability. (Complaint filed in November, 2012; investigation pending; being investigated by Commissioner Molenda.)

**BHRC Docket #0648:** Woman said her employer tolerated a hostile work environment, doing nothing to curtail male employees who frequently discussed issues related to sex. (Complaint filed in November, 2012; investigation pending; being investigated by Commissioner Calloway-Thomas.)

## CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION

### PUBLIC INQUIRIES

The Bloomington Human Rights Commission, by ordinance, has a fairly limited jurisdiction. We are authorized to investigate complaints of alleged discrimination on the basis of sex, race, sexual orientation, national origin, color, gender identity, ancestry, religion or disability in employment, public accommodations, education or housing, as long as the complaints arose within the City limits of Bloomington within the past 180 days. We are authorized to organize educational efforts, such as seminars, talks, brochures, awards and essay/art contests, to combat discrimination. We may and we do join forces with like-minded groups to achieve our joint goals. Fulfilling our mandate under the Bloomington Human Rights Ordinance keeps us busy.

However, perhaps because of the broad name of our commission, we often receive calls about matters that are not within our jurisdiction. We try to be familiar with the applicable laws and community resources, and we try to give callers an appropriate referral or other helpful advice. Again this year, we received many inquiries which did not lead to complaints being filed with our office. Some people sought general legal information; some needed to be referred to other agencies; some seemed to need only a sounding board. What follows is a categorical breakdown and a summary of some inquiries for the purpose of illustration.

### CATEGORICAL BREAKDOWN

**Sexual Orientation/Gender Identity:** Callers often had questions or concerns about sexual orientation and/or gender identity discrimination. These callers included students wanting the definition of "sexual orientation" or "gender identity" and gays, lesbians, transgender individuals and employers wanting to know their rights and responsibilities under our ordinance. Again this year, we had several calls from communities from around the country considering implementing their own sexual orientation and/or gender identity ordinance, and were glad to provide assistance in this area.

**Americans with Disabilities Act:** We receive many calls about the Americans with Disabilities Act. Most of the calls are from employers or employees wanting to know their rights and responsibilities under this federal law or from contractors wanting information on ADA regulations. The BHRC director, as the ADA compliance officer for the City, is quite familiar with the ADA and is able to give informed general advice and to make referrals when necessary. The City's Accessible Bloomington web page helps answer questions as well.

**Housing Code Violations/Landlord Tenant Disputes:** Many callers mistakenly believe we have jurisdiction over housing code problems or landlord/tenant disputes that don't involve discrimination. We refer such calls to the City's housing code enforcement office and/or to a private attorney.

**Wage Disputes:** Employees who cannot obtain their last paycheck or pension benefits often call us. These cases do not usually have a discrimination element and are referred to the State Labor Board.

**FMLA:** People often call us to learn about their rights under the federal Family and Medical Leave Act. We answer general questions when we are able and refer callers to the Federal Wage and Hour Division of the Department of Labor for additional information.

**Workers' Compensation:** We received many calls about workers' compensation in 2012. Our staff lacks expertise in this area and refers all such calls to private attorneys and the State Labor Board.

**Other:** Many of our calls do not fall under any of the categories. Some of those calls are described below.

### **OTHER INQUIRIES**

Caller said that she had moved into a Section 8 apartment a couple of months earlier. Someone, she believes her ex-boyfriend's new girlfriend, reported that she had an extra adult living in her apartment. That was not true. She received a notice saying that her lease was being terminated and saying she had a right to appeal, and wanted the BHRC to represent her in the hearing. Explained that was not an issue within our jurisdiction and referred her to Indiana Legal Services and/or IU Law School clinic.

E-mail writer asked what a landlord should do if he has two tenants with disabilities, both of whom need accessible spaces. Does he have to provide them both with accessible spaces? If both tenants can provide medical certification saying they need an accessible space, and if it's not an undue burden for him to provide both of them with a space, yes. E-mail writer then asked what the landlord should do if both of them want the same parking space. Landlord may be required to accommodate their disability by providing them with accessible spaces, but is not necessarily required to provide them with the specific parking space they want.

Caller said he took his elderly mother to a restaurant in Bloomington. She went to a restroom and took a long time. When she came out and he asked her if she had a problem, she said she could not get up from the toilet because there was no grab bar. She had to wait for someone to come in and help her. He talked to the server, who said the restaurant is grandfathered and they don't need to make accessibility improvements. He did some research, learned that was not true, and sent the restaurant information about the ADA anonymously. Six weeks later, there was still no grab bar. BHRC agreed to write letter; caller agreed to check in six weeks and see if they have installed grab bars. Six weeks later, he said the facility still did not have grab bars. CCA member filed formal complaint with Department of Justice.

Caller, a social service worker, said her client's apartment had been broken into twice in a month while she and her family were sleeping. She has small children and is not comfortable living there any longer. Caller wanted to know if this would be grounds to break lease. Referred to Indiana Legal Services.

Caller said that he had a felony conviction in 2009. Since getting out of jail, he has been on the straight and narrow, avoids old friends who got him into trouble, etc. But he can't find a job because of his record. Not illegal discrimination. Talked to him about getting his record cleared in nine years under new state law or possibly sooner if he talks to a private attorney about expunging his record.

Caller said that he had gone to an emergency room. He said the doctor seemed to assume he abused drugs without a reason. She gave him a prescription without an examination and sent him home. He got worse and went back to the emergency room, where he said he was told they had to treat people who arrived by ambulance first. He felt he might have been discriminated against because of his national origin, but had no evidence to support that belief. Decided to complain to facility's hierarchy and/or Medical Licensing Board.

Visitor to office, a former complainant, said she was being threatened with wage garnishment for a loan she owed but can't afford to repay. She said their letter to her said they would start garnishing her wages the next day if she did not pay what she owed. Explained that garnishment requires a court order and referred to Indiana Legal Services.

Caller said she was calling on behalf of a client with a disability. Client needs to move out of state to get medical treatment necessary to save her life. Caller asked if it would be a reasonable accommodation for the landlord to allow her out of her lease early. Possibly. Suggested she make the request in writing, keeping a copy and providing a medical statement and see how the landlord responds.

Caller, a landlord, asked if he had to allow a tenant to have an emotional support animal in a no-pets building. Tenant has medical documentation. HUD says landlords in federally-subsidized rental properties must allow emotional support

animals in no-pet properties but does not extend that rule to private properties. However, at least one court has said that prohibiting emotional support animals for a qualified person with a disability is disability discrimination. Relayed this information to landlord and suggested he consult his own attorney to sort this out.

E-mail writer said that it was against the law to use the sex offender registry laws to harass or get registrants fired from their jobs. He posted a link to a Facebook entry in which someone told a pizza restaurant owner in Ft. Wayne that one of her employees was on the registry. The owner checked the list, found out two of her employees were on the registry, and apparently fired both of them. State law says that the registry can't be used to harass registrants, but it's not clear that such a posting would constitute harassment. E-mail writer said this posting was a hate crime; it's not. Referred to Ft. Wayne HRC and/or Ft. Wayne police.

Caller said he had been working third shift for an employer, a contractor, for about three weeks. He said the employer knew he was on the sex offender list. After three weeks, the employer said the company that had hired him did not want any sex offenders on the property and so fired three employees. Caller said there are never children around when he is working. Not a violation of the human rights ordinance; referred to private attorney.

Caller said he had complained about sewer gas at his place of employment. After that, his job was changed so drastically that he quit. Referred to Indiana OSHA; he said he had already complained to them. He said that his supervisor practiced race discrimination and his objections to that were part of the reason for his job change. He resigned more than a year ago, so outside the statute of limitations. He said he was frustrated that no one wanted to help him. Tried to explain reason for statute of limitations.

E-mail writer asked if someone who didn't get paid for hours worked, or someone who was incorrectly classified as independent contractor, could file a complaint with BHRC. Only if there is a reason to believe that the pay problem was due to illegal discrimination. Otherwise, we refer such people to the Wage and Hour Division of the Indiana Department of Labor. He asked how satisfied people are with the DOL process; answered that no one had complained but no one had said they were happy, either. We don't check back with referrals. He also asked if undocumented people may file complaints with the BHRC; yes, but they typically don't because of concern about possible consequences and perhaps because of reluctance to meet with any government individuals.

E-mail writer said he lived in France. He had written a book that was published by a Bloomington publisher last fall. He said the company was supposed to give him a sales report and royalties every quarter, but so far he had received nothing. He asked the BHRC to help him make the company stop denying him his rights. Referred to private attorney and/or small claims court.

Caller said she was a person with a disability. She and a friend used a drive-up window at a fast food restaurant one cold winter day. The man at the window handed her the change, dropping a penny. She said she could not get out of the car and get the penny because of her disability, and she said the cashier knew she had a disability because he had to be able to see her cane in her car and her disability parking decal on her license plate. It was not clear how he could see her license plate or cane from the window. He refused to leave the window, come outside and get her penny. She asked for his name so she could complain. He refused to give it, telling her to move on because she was holding up the line. He banged his window shut. She banged on his window with her cane. He again told her to move on. She said she was so upset by this transaction, she had to go to the hospital for treatment for stress. She later called and talked to the store manager. He told her he had not heard the argument, which she said was impossible. We told her fast food employees often wear headphones and so it was possible. She asked the manager for a number to call to complain. He gave her a number, which she said was for an accounting firm. She called again and he gave her the cell phone number for the district manager. She left a message but never got a call back. She said she received many hang ups from a blocked number after she left her number with the district manager and that very few people have her cell phone number. She had to change the number to stop the calls. She said she filed a small claims lawsuit asking for \$6000. The lawyer for the restaurant asked her what it would take for her to settle. She suggested \$500 and some gift cards. He told her she didn't have a case. She wanted BHRC's advice and wanted BHRC to represent her. Explained that we could not represent her in a pending lawsuit. Explained that the restaurant's owner does not determine if she has a case; a judge does. Recommended she pursue her small claims case if that is what she wants to do and see what the judge says.

Caller said he worked for a public accommodation. A transgender patron used a restroom that matched his gender identity, not his anatomical sex. Caller asked if they have to allow that. Advised that the Bloomington Human Rights Ordinance discourages discrimination on the basis of gender identity but also permits separate sex-based restrooms. Advised seeing if the patron is open to alternatives such as using an employee restroom or using the women's room only when it's empty and putting a maintenance sign on the door.

Caller, a Latino, said he had been expelled from an educational facility. He said five or six people had complained about his conduct. He believed their complaints were not valid and thus must have been motivated by racism. Explained that he should try appealing and should call the ICRC if he believes the expulsion was discriminatory, as BHRC does not have jurisdiction over the facility.

Caller said all stores should have automatic doors so she can get through with her walker. Explained not required by ADA. Asked how to change law; contact

member of Congress. Also suggested she urge stores to install automatic doors to make shopping more convenient for customers.

Caller said her husband went to work as scheduled. Employer locked the door and wouldn't let husband in. Husband went home; employer fired husband for not working that day. No sex, race, etc., discrimination apparent, and employer had too few employees to be covered by fair employment laws. Suggested husband file for unemployment benefits.

Caller said his supervisor threatened him with termination when he told the district manager that the supervisor and others smoked pot on the job. He quit to avoid the termination. He also experienced some anti-gay comments, but those stopped months before he quit. Decided not to file complaint.

E-mail writer, an IU student, wanted to know how involved the BHRC is with human trafficking. Not an issue within the BHRC's jurisdiction. Referred to Amnesty International and law enforcement.

E-mail writer had questions about ADA requirements for government-provided podcasts. Answered questions.

Caller, an Ivy Tech student, had questions about hate crimes for a paper that was due in two hours. Answered questions.

Caller said that she has attention deficit disorder. She went off of her medication because of side effects. Her employer of five years has been telling her she never did her job well and now she is on last chance probation. She said she is not doing her job as well as others, but she is trying her best. Advised that she ask for leave to deal with getting a new medication that might work better without side effects, and call back if she is indeed fired.

Caller said that her daughter had just been approved for Section 8 subsidized housing, but current landlord won't let her cancel her lease and won't accept Section 8. Landlord is willing to let the daughter sublet her apartment, but mother said that was not allowed in the lease. Told her this was not a BHRC issue, but if landlord is willing to amend the lease to allow for a sublease, and daughter is able to find a qualified subtenant, that might be the best arrangement for everyone. Referred to Indiana Legal Services.

E-mail writer, a pediatric neuropsychologist, asked to speak to the BHRC about her experience as a daughter of a gay man. She wanted to start a discussion about the proposal to amend the state constitution to ban same-sex marriage and said she welcomed the opportunity to be able to talk about her positive experience growing up in a gay family. Because her e-mail address indicated that she was from Bloomington, Minnesota, we replied by thanking her for being willing to meet with us but asking if she intended to write to the Bloomington,

Minnesota Human Rights Commission. She said she did, and thanked us. Indiana is considering a similar constitutional amendment.

Caller said she was being mistreated by a health care provider. She didn't think their billing was correct and she did not think they were "kind." No discrimination issue apparent; referred to Indiana Medical Licensing Board.

Caller said she is a home health aide. She wanted to know who was liable if there are bed bugs in the homes she visits and if she ends up bringing these bugs to other homes or to her own home. Not a discrimination issue. Referred to Indiana OSHA and to the Monroe County Health Department.

Caller said she is 93 and still lives on her own and drives, but has some trouble getting around. She wanted to sign up for the special needs dispatch registry. Completed form for her.

Caller said the house next to hers is unoccupied and the grass is very high. Asked how to get it mowed. Referred to HAND.

Caller asked if living wage ordinance applies to all people working within the City limits. No, only to most people working for the City or to people working for contractors who have a contract with the City that is covered by the ordinance.

E-mail writer said he was having problems with his neighbors' dogs and trash. When he complained to their landlord about the situation, the neighboring tenants threatened to report him to the IU Racial Incidents Team. He wanted to file a complaint with the BHRC and have the BHRC mediate. Explained we don't have jurisdiction over issues between individual neighbors and referred him to Community Justice and Mediation.

Caller said that his wife has a mobility impairment. Her employer won't let her use an accessible parking space, saying they are all for customers. Parking lot has more accessible spaces than required by law. She doesn't need an accessible space with an access aisle, just a reserved regular space near the door. Explained ADA requirements.

Caller said she worked for the state and was working with a couple who needed to be relocated. Their old house has grab bars and the state wants to put in grab bars in their new house. Caller wanted a list of "certified grab bar installers." Explained that there apparently is no certification process for installers of grab bars and referred to HAND, which hires people to install grab bars and make other accessibility improvements, for suggestions and references.

Caller, a frequent caller, had called months earlier to say he had been expelled from an educational institution. He said six women had complained about his behavior, but he had done nothing wrong, and thus he believed the expulsion

was motivated by racism. Suggested at the time that he file an internal grievance. Now, he said he had lost that internal grievance and had filed a complaint with the ICRC. Asked what else he could do. Suggested calling a private lawyer, ACLU of Indiana or the District 10 pro bono project.

County employee had questions about ramp regulations under the ADA.

Answered questions.

Caller said she was 77 and felt a bank had discriminated against her on the basis of her age. Referred her to private attorney to see if she had an age discrimination lawsuit under the federal Equal Credit Opportunity Act and sent her governmental fact sheet.

Caller said she can't get an apartment because she has an unpaid judgment, a medical bill, on her credit report. She's been homeless but now has a job and just needs an apartment. Not a BHRC matter. Gave general advice and referred to SCCAP for names of landlords who might be willing to accept a tenant with a poor credit history.

Caller said his daughter is working for a company outside of the City limits. The AC was broken, and she and the other employees were working in temperatures exceeding 100 degrees. No evidence of race, sex, etc., discrimination. Referred to Indiana OSHA office.

Caller said she has mobility impairment and a car placard showing she has a disability. There is an accessible parking space near the entrance to her apartment, but often other tenants without placards park there. The landlord said he can't do much to stop the tenants from doing so. Explained that the landlord is required to take reasonable steps to keep her parking space free. She will see if situation improves and if not, will call back.

Caller said she was opening a store in an historic building in the county. There is a property covenant saying she can't pave the parking lot, but she's being told that if she uses gravel, that violates the ADA. Explained the ADA requirements for accessible surfaces and sent her a detailed study from the Access Board on accessible surface materials.

Caller said she had a 20-pound weight restriction due to her pregnancy and could not perform the duties of her job at a nursing home. She was willing to do other jobs, but none was available. Pregnancy Discrimination Act does not require employer to make accommodations for pregnant employee. She was placed on leave and then fired when she could not return to work without medical restrictions. Referred to Department of Labor for FMLA violations and explained unemployment procedures.

Caller said that he had a back injury at work. He's been seeing a doctor, but the doctor won't give him any more pain medication, and he needs his pills

immediately. He felt this was discrimination on the basis of his disability. Explained that we did not have the expertise to second-guess the doctor's judgment, but referred him to the Indiana Medical Licensing board, Indiana Legal Services and/or another doctor.

E-mail writer said her complex was under new management, and they were doing lots of "interesting" things. She said she knew of a white tenant who did not have to fill out a new application when she renewed her lease, but an African American tenant had to. She said she knew of a white tenant who had not been given a copy of the signed lease, despite several promises by the landlord to provide it. Told her that if the people feel they have been discriminated against on the basis of race, they should contact us, and we would be glad to talk to them.

Caller said she was calling on behalf of a friend, an intrasex individual who presents as female. More than two years ago, her friend was denied service at a homeless shelter, apparently because of her gender identity status. The facility, not in Bloomington, houses men and women in separate buildings. Outside of the BHRC's statute of limitations and jurisdiction; facility may be exempt from civil rights laws as a religious organization as well. Discussed Bloomington's protections against gender identity discrimination and sent her materials.

Caller said she had lived in subsidized housing for eight years and was very happy there. She was recently diagnosed with cancer and is having trouble walking. She needs landlord to put in a curb cut so she can safely get to her friend's car for appointments, but was afraid her landlord might get mad at her if she asked for one. She said landlord had recently made accessibility improvements for another tenant. Explained landlord's legal duties in this case, suggested she ask for the curb cut and if the landlord retaliated against her in any way for asking, to call us back.

E-mail writer asked if people who qualify for the modified DREAM program established by President Obama would be eligible to vote; no, as the program is not a path to citizenship.

Caller said she worked for an office not in Monroe County. She said her boss changed filed information when he should not have and left the single restroom they share in disarray. Referred to private attorney for whatever advice they might give.

Caller said that a co-worker of her son's secretly reduced her son's hours on payroll documentation for months, reducing his pay. He's gay, but no evidence that co-worker's action was motivated by anti-gay bias. Employer will make up the pay difference but won't say what action it will take against co-worker. No evidence of violation of Bloomington Human Rights Ordinance. Referred to State Labor Board.

Caller complained that she had to pay to park in an accessible space which she said is "clearly" illegal. It's not illegal to charge for accessible parking if you charge for regular parking.

Caller, for whom we had filed a complaint with the EEOC two months earlier, said she had called the EEOC and they said they had never received it. Resent her complaint to EEOC via certified mail.

Caller said she had been referred to BHRC by Shalom. She needed a divorce lawyer and a protective order. Referred to Indiana Legal Services and to Middle Way.

Caller said he had been fired by educational institution years earlier based on unfounded allegations. The record was supposed to be sealed but rumors still follow him. No evidence of race, sex, etc., discrimination. Referred to private attorney.

E-mail writer said she had called clinic, not subject to BHRC's jurisdiction, to make an appointment. She said secretary was rude and argumentative on the phone, and acted like she couldn't hear caller, even though caller could hear her fine. She had her mother call back and her mother was able to schedule the appointment but said the secretary was rude to her as well. E-mail writer said such rude treatment discourages women from getting care. Suggested she complain to manager and/or file complaint with the ICRC.

Caller runs a food pantry and had questions about service animals. Answered questions.

Caller said he had been badly treated and falsely arrested in 1992, and that various courts had discriminated against him on the basis of sex in his divorce and child custody cases in the early 1990s. His attorney had conspired with the judges and his ex-wife's attorney to deprive him of his constitutional rights. He said there can't be a statute of limitations on constitutional rights. Explained not within BHRC's jurisdiction; referred to ACLU, Indiana Legal Services and/or private attorney.

Caller said that tenant in other half of duplex told her the building had bedbugs. Landlord failed to correct the problem. Other tenant moved out and property was sold. New landlord says caller, as the sole occupant of the building, has to pay for extermination, which caller can't afford to do. She can't move until her unit is exterminated; otherwise, she will just be moving bedbugs. Her lease is up and she now faces eviction. She has a court date and a Legal Services Organization attorney. Referred to HAND and gave general advice.

Caller said her sister, who works in Indianapolis, had been experiencing a hostile work environment. It was not clear if the employer's actions were motivated by age discrimination, annoyance with the sister for filing successful grievances or poor management abilities. She said she had sued her employer but never got details about the resolution from her lawyer, other than she lost. Researched and found out her case, with ten other plaintiffs, had gone to Supreme Court. Sent her copies of cases and referred her to EEOC to file a complaint of retaliation for having complained about discrimination in earlier lawsuit.

Caller, who had called about an employment situation the previous quarter that was not covered by the human rights ordinance, e-mailed and said the person who she had accused of misconduct was now threatening to sue her for defamation. Gave her the very basics of defamation law and referred to private attorney.

Woman, aged 49 with scoliosis, said she has applied for many jobs without success, mainly in the Indianapolis area. Probably not immediately obvious to prospective employers that she has disability. Referred to EEOC to file age and/or disability discrimination complaint and gave suggestions on making sure resumé does not unnecessarily indicate her age (don't list year of graduation or irrelevant experience from years ago).

Caller said that he worked for a company in Southern Indiana. He started out as a temporary employee and in August, became a regular employee. Since then, he missed six days of work, all because of the same ailment. Employer fired him for having too many attendance points, 5 ½. Then, the employer called him at home and said they made a mistake and he was reinstated, because they didn't properly explain the attendance policy when he began working for them. But now he had 6 ½ points and he will be fired if he missed any more work. Not a disability, sex, etc., discrimination case. Referred to private attorney.

Caller said that she had tried to buy life insurance for her 79-year old mother who had stage 4 cancer, but the price was prohibitive because of her mother's condition and age. She wanted to file a complaint of disability discrimination in public accommodations. Explained that it is legal for insurance companies to consider such factors in setting rates; she said we didn't know what we were talking about. Referred to state agency that regulates insurance companies.

Caller said she would like to sign up for the special needs dispatch registry but did not have a computer; sent her the required form.

Caller said she was calling on behalf of her sister. Her sister has worked for the same employer for decades and since the retirement of the man who hired her, has been experiencing harassment in the workplace. Caller was not sure what type of discrimination might be motivating the mistreatment; possibly age, religion

and/or sexual orientation. Answered questions and suggested the sister call the BHRC directly.

Caller said that she lives in Bloomington and is having problems with a New York bank withholding a check. She called the bank's actions a hate crime and said she could not get the New York police interested in pursuing the matter. Referred her to New York's Attorney General office.

E-mail writer expressed concerns that a charter school discussed yoga, the Mexican Day of the Dead and gargoyles in its classes, all of which he said promoted specific religions. He wanted the BHRC to investigate. Charter school is near Bloomington, MN; referred him to that HRC or the Minnesota civil rights commission.

E-mail writer said that he uses a wheelchair and has a ramp at his apartment. Recently, a neighbor moved out and blocked his ramp with his moving truck while he was packing up. The neighbor refused to move the truck when the e-mail writer asked him to. The landlord refused to make the neighbor move the truck. The e-mail writer said if his apartment had caught fire, he could have been killed. Referred to ICRC because he did not live in Monroe County.

Visitor to the office, who had filed a previous complaint with the BHRC, said that she had been injured on the job. She took two days off of work because of her injury and gave her employer her doctor's notice. She said her employer also required her to sign a form. She didn't remember what was on the form but said her employer had never required her to sign a form before. A friend told her that employers always fire people who get hurt on the job and so she was concerned she would be fired. Told her that most employers don't fire people who get injured on the job and to not worry about this unless or until her employer takes action against her beyond having her sign a form.

Caller said that he had been subjected to harassment by a state agency for 18 years and the harassment continues. He said he believes the harassment was motivated by racism. Referred to ICRC.

Caller said that he had been fired from his job when he was arrested for allegedly showing inappropriate materials to a child. The charges were dropped, but the former employer will not reinstate him, and his military benefits could be in jeopardy as well. Explained this was not a BHRC issue and referred to private attorney and/or VA.

**BLOOMINGTON HUMAN RIGHTS COMMISSION**  
**HATE INCIDENTS REPORT**  
**July 2011– June 2012**

In August 1990, the Bloomington Common Council unanimously approved an amendment to the Bloomington Human Rights Ordinance which gave the Bloomington Human Rights Commission the explicit authority to collect data and issue reports on hate incidents in our community. We accept reports from police departments, individuals, groups and the media. We also accept anonymous reports. Our goal is not to investigate these incidents, as we do not have the training, authority or resources to conduct these types of investigations. Rather, our goals are to serve as a referral resource and sounding board for victims, to work with community groups to coordinate responses to hate incidents when appropriate and to make our community more aware of the prevalence of hate incidents through issuing these annual reports. (Some of the language in these reports may be offensive. We feel it's necessary to include the actual language in order to convey the true ugliness of these incidents.)

In August, 2011, a visitor to the office reported that when he asked a Latina to leave the place of public accommodation where he works, because she was yelling and causing a scene, she called him "racist."

In September, 2011, we received reports from numerous sources saying that someone wrote "criminals deport" on a picture of a Latino McDonald's employee in a newspaper. The newspaper was at La Casa, IU's Latino Cultural Center. Someone also used magnetic letters to spell out "You need to leave" on La Casa's refrigerator. La Casa held a town meeting to respond to the incidents.

In September, 2011, we received a report from a Japanese individual. He said he was walking on campus when a car passed and someone in the car yelled at him, "... country, you fucking Japanese." He said the voice sounded like a woman or young boy, and he could not provide identifying information about the car or license plate, other than the car was dark blue.

In October, 2011, we received a report from BPD about vandalism. Someone painted "You are gay" on the steps of a home. The residents, a man and a woman, did not have a clue as to who might have done this or why. Maintenance removed the graffiti.

In November, 2011, we received a report from BPD about a battery. A woman said when she got off the bus, she spat her gum out. A man nearby whom she knew thought she had spat the gum at him. She said the man told her not to spit gum at him and told her, "Nigger, you're nasty. I'll have my sister kill your sister and I'll strangle you." She said he punched her in the arm, pushed her at a tree and walked away. The man said the woman had spat gum at her, hitting him in the head. He said he pushed her when the gum hit his head but did not strike

her. He denied having made the comments. No one had any visible injuries. No charges were filed. BPD did not classify this as a bias incident, but we included it because of the biased language.

In November, 2011, we received a report from BPD about harassment. A woman said she needed to go into a grocery store very quickly, and she parked in the fire lane. She said she knew she "probably" should not have done that. When she got out of her car, an older man approached her and said he was going to call the police on her. She said he called her "black bitch" and "nigger." She told him to go ahead and call the police and she cussed him out in turn. She said she saw the man in the store. She asked him if he had called the police and what his name was, but he didn't answer. She got his license plate number when she left the store. BPD found the man, who said he was a retired firefighter and that he routinely calls in reports when he sees someone has violated fire lane ordinances. He called 911 about this incident. He said when he talked to the woman, she said he was picking on her because she is black. He told her that was not the case. He denied using any offensive terms and said he would not do something like that. He said she was very loud and cursing, and that she had followed him in the store, telling him, "I'm still here and I'm watching you." BPD told both people that they could have handled the situation in a "little bit better way." No charges were filed. BPD did not classify this as a bias incident, but we included it because of the biased language.

In November, 2011, we received a report from the IDS that someone had taken two Hebrew characters off the Chabad's House on campus. One character was found lying nearby but the other one was not. IUPD did not characterize this as a hate crime, but the director of Chabad told the IDS he felt the house was being specifically targeted, so we included it.

In November, 2011, we received a report from BPD about a battery. An African American woman said she and her boyfriend had been at a convenience store parking lot when a white man came up, called her boyfriend a "nigger" and then pushed her up against a truck in the parking lot. She said she hit him in the face to get him off of her. The man said that he had gotten into an argument with the couple. He said he tried to walk away, but then he walked back to the woman and the argument continued. He said the woman struck him in both of his eyes with her fists and hit him in the back of his head. He said he pushed her to get her away from him. One witness said she saw the woman strike the man as he was walking away; she did not see the man strike the woman but her view was partially blocked. The boyfriend said the white man threatened his girlfriend and called him "nigger." He said he tried to defuse the situation, but the white man and his girlfriend "got into each other's faces." He said the white man pushed the woman and the woman in turn hit the white man. BPD arrested both the white man and the African American woman, charging them both with battery.

In February, 2012, we received a report from an individual who worked at a place of public accommodations. An African American man used rude, vulgar and sexist language towards two female patrons, calling them "homeless cunt whores." A white security officer told the African American man that he had to leave the premises because of his language. The man said the officer was a "white redneck racist motherfucker" as he was escorted off the premises.

In March, 2012, we received a report from an individual who worked at a place of public accommodations. Four African American men were being loud and vulgar at this facility. When a white security officer told the men they needed to quiet down or leave, the men called him a "white fucker racist."

In April, 2012, we received a report from the HT that someone had scrawled the word "Hitler" and a swastika on a Jewish Studies poster in Goodbody Hall. IUPD investigated.

## **BLOOMINGTON HUMAN RIGHTS COMMISSION**

### **STEPS IN PROCESSING A FORMAL COMPLAINT**

1. **Complainant who believes he/she has been discriminated against makes an appointment with the staff.**
2. **The director or assistant interviews the complainant to determine if the BHRC has jurisdiction. If we do, the complaint is written, signed and notarized. If not, the complainant is referred to the appropriate agency.**
3. **The respondent is notified of the complaint by certified mail and has 20 days to respond.**
4. **The case is assigned to a commissioner, who will investigate the complaint along with the director.**
5. **The director and investigating commissioner collect and summarize the facts. They interview both parties and witnesses, do legal research and collect documentation to obtain the best evidence available for each side.**
6. **If the respondent wishes to settle the complaint before an investigation is completed, the director and investigating commissioner strive to mediate a settlement between the complainant and respondent. This agreement must then be approved by the full BHRC.**
7. **If the case is not settled, the director and investigating commissioner, after a complete investigation, make a determination that probable cause or no probable cause exists to believe discrimination has occurred.**
8. **Both parties are notified of the finding.**
9. **If the finding was no probable cause, the complainant has 10 days in which to file a written appeal with the chair of the BHRC. A hearing is then held and the chair has 20 days to either uphold the finding or overturn the finding. If the finding is overturned, then the case proceeds to negotiations as if probable cause had been found originally.**
10. **If the finding is probable cause, the director and investigating commissioner attempt to negotiate a settlement that is agreeable to both parties. If the attempt is unsuccessful, the BHRC will hold a formal public hearing. The BHRC's decision after the hearing can be appealed to court by either party.**



## OUT OF THE MOUTHS OF BABES

Each year the BHRC sponsors an essay/art contest for local school-age children. This year the theme was “What I’ve Learned From People Different Than Me.” The following are excerpts from some of this year's winning essays.

- ♦ “It is important not to just pay attention to the way someone looks, but the way they are in the inside.”
- ♦ “I believe everybody of every race should have equal rights, and worship in any religion they choose.”
- ♦ “I have learned in my twelve years of life that I live a charmed life compared to some people, but to others I may appear to have nothing. Everyone should be thankful since there is always someone who has less.”
- ♦ “I’ve learned a lot about diversity in my life from my family, friends and even some quotes. My favorite quote was: ‘I don’t like that man. I’ve got to get to know him better.’ – Abraham Lincoln. Whenever I get mad at somebody for something they can’t help, I think about that quote. It has helped me be a better and more peaceful person.”

### 2012 Essay Winners

Ada Lynch  
Anabelle Thomassen  
Andrew Swank

Mari Walter-Bailey  
Sydnie Lynn Cunningham  
Allison VanLeeuwen

### 2012 Art Winners

Quinn Wilson  
Salem Akhras  
Simon Moore

Diego Smith  
Noah Moore  
Caitlyn Betar  
Tyler Shay

## 2013 BLOOMINGTON HUMAN RIGHTS COMMISSION

### MEETING DATES

January 28, 2013	5:30 p.m.	McCloskey Room
February 25, 2013	5:30 p.m.	McCloskey Room
March 25, 2013	5:30 p.m.	McCloskey Room
April 22, 2013	5:30 p.m.	McCloskey Room
*May 20, 2013	5:30 p.m.	McCloskey Room
June 24, 2013	5:30 p.m.	McCloskey Room
July 22, 2013	5:30 p.m.	McCloskey Room
August 26, 2013	5:30 p.m.	McCloskey Room
September 23, 2013	5:30 p.m.	McCloskey Room
October 28, 2013	5:30 p.m.	McCloskey Room
November 25, 2013	5:30 p.m.	McCloskey Room
December 23, 2013	5:30 p.m.	McCloskey Room

The Human Rights Commission usually meets every fourth Monday of the month, with the exception of the May meeting.

Meetings will be held in the Showers Building, 401 N. Morton St., McCloskey Conference Room #135, on the first floor. The public is welcome to attend.

## FORMER COMMISSIONERS

### 1960s

Rev. E. Daniel Butler  
Mrs. David Dansker  
Jack N. Ray  
Dr. Harry Yamaguchi  
William H. Andrews  
Rev. Robert Kirk, Sr.  
Rev. A. Hardy Nall, Jr.

David S. McCrea  
Dustin McDonald  
Mrs. Betty Rowan  
Robert F. Terry  
Regina Friedman  
Irving Fell  
Mrs. Russell DeMotte

Bill Hayes  
Dr. Harry Day  
Samuel M. Loescher  
E.E. Bridgewaters  
Rev. Joe Emerson  
Brad Bayliss  
Craig Tregilgas

### 1970s

Frank Thomas  
Clarence Gilliam  
Dr. Joseph Russell  
Dr. Jerry Ruff  
La Verta Terry  
Father Robert Borchertmeyer  
Joan Simkowitz  
William Jarrrels  
Wilanna Smith  
John Irvine  
Tobiatha Eagleson  
Viola Taliaferro

Howard Canada  
Christine Iannucilli  
Daniel Gad  
Valerie Tarzian  
Robert Tucker  
Frederick LaCava  
Christine Mitchell  
William Gephart  
Mary Mitchell  
Ronald Foley  
Fran Koski  
Robert Epps

Jorge Oclander  
Mary Foster  
Tula Kavadias  
Mark Schenk  
Charles Webster  
Quincy Erickson  
Mary Hayes  
Rev. Joseph Walker  
Richard Randall  
Rev. William Webster  
David Jimenez  
Robert Cole

### 1980s

Robert Cole  
John Pickel  
Quincy Erickson  
Tobiatha Eagleson  
Ron Foley  
George Foster  
Tula Kavadias  
Christine Mitchell  
Jorge Oclander  
Doris Sims

Bob Tucker  
Ben Waxler  
Frona Powell  
Nora Peoples  
Lorraine Rodts  
Lorelei Meeker  
Bridget McKinney  
Chris Gardner  
Jerry Vuke  
Wilanna Smith

Roscoe Ellis  
Bob Dunn  
Edwin McClean  
Rev. Charles Rogers  
Mary Ellis  
Wanda Reisz  
Lauren Robel  
Cassandra McConn  
John Pickell

1990s

Harry Yamaguchi  
Mary Ellis  
George Foster  
Henry Hofstetter  
Steve Sanders  
Dr. Michael Wenzler  
Alan Yip

Marie Phillips  
Charlie Laganza  
Barbara Fawcett  
Bob Dunn  
Lauren Robel  
Rev. Greg Wilson  
Barbara Wolf

Patty Muller  
Doug Bauder  
Dr. Fritz Lieber  
Gwen Jones  
Rev. Michael Anderson  
Jack Hopkins  
David Reidy

2000s

Dr. Fritz Lieber  
Steve Sanders  
Vicki Pappas  
Pam Huggins  
Jeff Harlig

David Reidy  
Josh Cazares  
Doug Bauder  
Nancy Metz  
Maria del Pilar File-Muriel

Rev. Michael Anderson  
Melanie Castillo-Cullather  
Suzette Sims  
Shaunica Pridgen

2010s

Luis Fuentes-Rohwer  
*Amy Jackson*

Beth Kreidl

Emily Bowman